



CENTER SCENE

SERVICE CENTER TO BECOME THREE NATIONAL CENTERS

By the end of fiscal year 95, the Service Center will transition into three national centers with direct links to the Headquarters organization: National Human Resources Management Center, National Business Systems Center, and National Applied Resource Sciences Center. This change is part of the larger Department of Interior (DOI) streamlining plan and will facilitate BLM's move toward ecosystem management.

These centers will operate in addition to BLM's two other national centers, the National Interagency Fire Center (NIFC) and the Phoenix Training Center (PTC). Another center, the National Information Systems Center, may be established once the Denver-Washington

National Headquarters

BLM Director
ADs

National Human Resources Management Center

SC-120 EEO
SC-630 Personnel
SC-100 SCD
parts of WO-700 and
other WO personnel

National Business Systems Center

SC-510 IRM
SC-610 Finance
SC-650 Administration
SC-100 ASCD

National Applied Resource Sciences Center

SC-140 Tech Transfer
SC-150 Engineering
SC-210 Resources
SC-100 (Economist)

Office ALMRS/Modernization Project transitions into an operations and maintenance (O&M) phase.

The three new centers will incorporate present units of the Service Center and possibly other units in the Bureau, depending upon final decisions of the BLM Field Committee. Each center will have its own consolidated office space wherever practical, and space layout designs will be prepared in coordination with the new center directors, once they are assigned.

The Service Center Management (SCMT) is working with the Union to determine impacts and mitigate issues associated with this reorganization. **Employees may discuss any questions or concerns with Union representatives and/or Division and Staff Chiefs.**

BLM MANAGERS STRIVE FOR THE SUMMIT

According to Larry Bemby, Service Center Director, the BLM Summit held the week of April 25th in Nevada was a remarkable event. During the Summit, Acting BLM Director Mike Dombeck shared his vision for BLM, which emphasizes getting back to basics. Dombeck also stressed the importance of collaborative leadership and crossing agency boundaries. Change, customer service, ecosystem management, and human resource management were other major topics for discussion at Summit sessions.

Lee Barkow, Chief, Applied Resource Sciences, said, "This was a phenomenal

week. I haven't seen attitudes like this ever in the Bureau." According to Barkow, Dombeck stressed to the managers that it is no longer "they"—but "we" and "us." Dombeck handed out "empowerment coupons" and "risk support cards" at the Summit, and he plans to personally contact employees to see how the managers are doing in about 6 months.

Both Bemby and Barkow assured employees that the Service Center was always included in the dialog at the Summit. Bemby said many people came up to him and expressed support for the changes at the Service Center and complimented the

employees for their quality services and products. "For that, I just personally want to thank you," said Bemby at an All Employees Meeting, "It was a really good feeling."

Editor's Note: The May issue of Center Scene stated, "The Summit, scheduled at Incline Village (near Reno, Nevada), April 25-28, was initiated by Acting BLM Director Mike Dombeck..." The original proposal for a summit was made in August 1993 by former BLM Director Jim Baca; Dombeck transformed the idea into reality at the Nevada site.



DIVERSIFYING THE WORKFORCE

HISPANIC MOU SIGNED AT NATIONAL CONFERENCE

"It was truly an historic event which took place," said Service Center Director Larry Bembry of the recent signing of a Memorandum of Understanding (MOU) between BLM and the National Hispanic Coalition. The MOU was the highlight of this year's National Image Training Conference and Convention, held May 23-28 in Kansas City, Missouri.

The purpose of the MOU is to promote collaborative action mainly in the areas of Hispanic recruitment, employment, retention, and career enhancement, with specific emphasis on grades GS-11 and above. Most significant is a specific agreement to achieve parity in the Senior Executive Service (SES) with civilian labor force statistics. An automated data base will also be

used to provide an Hispanic job applicant pool for BLM vacancy announcements.

Attendees representing the Service Center at the IMAGE Conference were Larry Bembry, SCD; Allen Pope, Marciano Briones, and Steve Shafran of the Workforce Diversity & Planning Staff; Sandy Romero, EEO Specialist; and Emily Alvarado, Hispanic Employment Program Manager.

Larry Bembry and Allen Pope presented the Strategic Human Resources Plan and led small group discussions. Pope and Briones also spoke about capacity building and the draft Human Resources Management (HRM) Blueprint for Change. Other topics addressed at the conference were streamlining, field office status reports, networking, and international affairs.



Workforce Diversity & Planning Staff of the National Human Resources Staff (WO-700) in Denver: (l to r, top) Allen Pope, Joe Hayashi, Marciano Briones; (l to r, bottom) Rhonda Anderson, Kathy Tober

IMPACT OF THE BUY-OUT AND PERSONNEL CHANGES

Priority for filling positions left vacant from the buy-out will be from within the Bureau through interest announcements and details. For GS-13 positions and above, candidates who have completed Departmental managerial training will be explored first.

There will be major changes within the Department concerning personnel processing services. "Clusters" that will provide services for all agencies will be formed in several cities as part of the Secretary's vision of "one employer—one Department." There will be a reduction in the number of personnel employees: 1 for every 100 employees. Managers will have to do almost 90 percent of the work currently performed by personnel employees.

AN EQUAL OPPORTUNITY SUCCESS

An open announcement was recently issued to fill 8 vacancies in the Stay-in-School (SIS) Program at the Service Center and Denver-Washington Office. Out of 67 applicants, there were 3 Asians, 3 Blacks, 11 Hispanics, 1 Native American, and 1 handicapped student. Of the 8 selectees, 2 are Black, 2 are Hispanic, and 1 is handicapped.

"This is the kind of equal opportunity success I like to see with all of our vacancies," said Service Center Director Larry Bembry at a Management Team meeting. Bembry praised EEO Manager Janet Sullivan and Personnel Director Linda Sedbrook for the work of their staffs in creating such a diverse pool of applicants.

OPEN LINE TO SERVICE CENTER DIRECTOR

Service Center Director Larry Bembry has invited all SC employees with questions or concerns to contact him directly via Local Area Network (LAN), blue envelope, or FAX. His FAX number at work is 236-6450. In addition, you may contact him at home from 7 p.m. to 11:30 p.m. weekdays and all day Saturday and Sunday, at 683-9018.

DEVELOPING TOMORROW'S WORKFORCE TODAY

The Service Center and Denver-Washington Office participate in a number of programs designed to develop tomorrow's workforce today. Tomorrow's workforce ranges from master's degree students looking to utilize their college education upon graduation to second graders in Arvada exploring science and math as part of their school's annual science fair.

Cooperative Education

Cooperative education is one of the government's leading student employment programs. Under this program, students apply classroom theory to "real world" work experiences. The government seeks students who are highly motivated, flexible, creative, and interested in public service work experiences.

Currently 12 students are employed by the Service Center and Denver-Washington Office in the program. Aki Araki, a student from Emporia, Kansas, was recently awarded a Master's Degree in Library Science. Prior to entering the co-op program, Aki worked for the Internal Revenue Service as a Secretary.



Stay-in-School students at the Service Center and Denver-Washington Office, perform a wide range of tasks: engineering, computer support, clerical support, and procurement. DaVerne Evans and Chris Kirkham work on a job-share in the Division of IRM Operations Support, each working part-time while the other is in school, providing the division full-time support. DaVerne attends Colorado Christian University, and is a veteran of Desert Storm. Chris attends Red Rocks Community College.

Resource Apprenticeship Program for Students (RAPS)

RAPS was begun in the Alaska State Office in 1987 to introduce "at-risk youth" to BLM's natural resource management programs through meaningful work and educational experiences. RAPS was expanded in 1993 to include resource support positions such as finance, procurement, IRM, and clerical.

Locally, in partnership with Servicios De La Raza and the JEFFCO Employment and Training Service, RAPS has employed six participants. In 1995, the Denver Indian Council and the Denver Mayor's Office of Education and Training will join the Bureau as local RAPS funding partners.

One RAPS participant, Jason Swegle, later entered the Cooperative Education Program as a Cartographer trainee in the Remote Sensing Section. He graduated from McLain Community High School,

where he was 1993 Student of the Year. He attends Red Rocks Community College.

"Denver Excellence in Education"

The Denver Excellence in Education Program (DEEP) is a student-run program in the Montbello area that encourages students, grades 5-12 to challenge themselves academically and pursue their career dreams. Students attend briefings, mentor each other, and participate in career days and college fairs. Over 470 students currently take part in DEEP.

In March, Tyrone Wilson, a co-op student in the Production Management Section; Barbara Martin, a VISTA volunteer with the Colorado State Office; and Melissa Dukes, Branch of Classification and Staffing, attended the annual DEEP career/college fair at Montbello High School. They talked to students about careers with BLM, ways to prepare for these careers, and student employment opportunities.

Adopt-A-School

In 1992, the Service Center entered into an Adopt-A-School agreement with Warren Occupational Technical Center (Warren Tech) and McLain Community High School. Interested and capable employees give classroom presentations, serve as classroom aids or tutors, supervise student interns, lead tours, and oversee shadowing assignments. Employees also serve on advisory committees where they evaluate and recommend changes to curriculum, address equipment needs, and review faculty position descriptions.

Student internships are critical at Warren Tech. Amy Moore was one of three interns from the Business Services and Technology Program to work for the EEO Staff. All three



Student Internships/Volunteer Program

In today's economic environment, many students seek to supplement their education with directly related work experience, either paid or unpaid, to make themselves marketable to future employers. High schools, vocational schools, and colleges support student's efforts through internship programs.

Carlos Gonzalez contributed over 200 hours last spring as a Computer Specialist intern in the Division of Information Resources Management. Carlos attended Colorado Christian University, where he received a Computer Information Systems degree in May.

Stay-in-School

The Stay-in-School (SIS) Program employs financially needy and handicapped students, allowing them to work in Federal agencies and resume or continue their educations without interruptions caused by financial pressures. Students are employed through the GS-4 level.

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Developing Tomorrow's Workforce continued . . .

students were well prepared for work, as their curriculum included Wordperfect 5.1, working in a network environment, establishing and maintaining files, greeting visitors, and answering telephones.

Computer Training for People with Disabilities/Community College of Denver

The Computer Training for People with Disabilities is an accredited certificate-granting program of the Community College of Denver. It is an intensive training program that combines classroom instruction with on-the-job experience to train well qualified disabled individuals to become productive PC LAN administrators in 13 months. It is co-sponsored by the Business Advisory Council, a group of interested business people from both large and small businesses; Colorado Rehabilitation Services; and the Community College of Denver. Rick Graham, a graduate of this

program and an employee of the Division of IRM Operations Support, represents BLM on the Business Advisory Council.

"Expanding Your Horizons"

"Expanding Your Horizons" is an annual conference for girls, 6th through 9th grade. Its purposes are to foster awareness of career opportunities for all girls in math and science-related occupations; to increase the proportion of all girls interested in mathematics, science, technology, and engineering; and to provide an opportunity for all girls to meet professional and technical women, especially women in nontraditional occupations.

At the conference in January at Red Rocks Community College, Melinda Walker, a Natural Resources Specialist in the Remote Sensing Section, and Theresa Ely, a Cartographer for the Geographic Coordinate Data Base Project (GCDB), presented a workshop entitled "A Bird's

Eye View." The workshop explored using aerial photography and satellite images of the Earth. As a result of the workshop, the Bureau agreed to become a corporate sponsor of "Expanding Your Horizons" for the upcoming school year.

Science Fairs

Service Center and Denver-Washington Office employees help organize and judge school science fairs, from elementary school fairs to the annual Colorado Science and Engineering Fair for middle and high school students. Exhibits in this year's Colorado Science and Engineering Fair focused on environmental issues such as "What Effect Does Road Salt have on Groundwater?" and "Effects of Clean Effluent on River Ecosystems." These fairs let students explore the sciences, interact with scientists and engineers and learn about the environment.

For more information about any of these programs, contact Melissa Dukes, Recruitment Coordinator, SC-631, at 236-6689.

FEDERAL PRAIRIE DOGS RIGHT-SIZED

A relocation plan to move prairie dogs off-site is one of the recent activities of the Denver Federal Center Trails and Wildlife Committee, a multi-agency group of federal employees interested in enhancing the grounds and habitat at the Federal Center. Among other activities, the group has been involved with wildflower plantings as a part of the past two Earth Day celebrations and recently developed "Habitat/Wildlife Recommendations for the Federal Center."

The committee provided input into the rede-



"Will the government pay my moving expenses?"

velopment of McIntyre Gulch along Main Avenue and recommended the retention of as many native trees and shrubs as possible. Currently, the group is developing plans for an interpretive trail along a portion of McIntyre Gulch. Long range goals of the committee include the development of a linked system of pathways that provide recreational as well as educational benefits.

Anyone interested in participating is welcome to join. For further information, please contact Chris Pfaff at 236-8742.

FTE Reductions For FY 95

During off-site meetings the week of June 13, the Service Center Management Team (SCMT) discussed potential reductions of 25 FTE required for FY 95. The SCMT identified the following areas where these cuts could be taken, due to the reorganization, changing mission priorities, and funding issues:

- SC-100 SCD staff
- SC-130 Budget
- SC-215 Mapping
- SC-658 Photo Imaging

Other options for reducing FTE include a hiring freeze, nonconversion of Cooperative Education employees (Co-ops), and eliminating temporary and part-time positions. Also, if BLM offers another buy-out in FY 95, this could be used to meet FTE reduction requirements.